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ABSTRACT

This volume, Interim Report No. 3 in a 3-year study, considers literacy programs designed to qualify employees for promotions or professional advancement. It adopts a multidimensional definition of moving ahead, one that extends to monetary rewards, career development, and employment security. The volume is divided into two parts: report and case studies. The introduction to the report stresses the centrality of motivation for basic skills training and discusses advantages of a job-linked literacy program (JLLP). Subsequent sections of the report concentrate on motivation for basic skills training, including economic motivations and a multidimensional approach to career advancement that includes these objectives: promotion, monetary rewards, career options, employment security, mobility, and redesigned jobs. The concepts and practices involved are illustrated with examples drawn from JLLPs at five locations. The advantages of a career advancement policy for employers are discussed. Finally, a set of guidelines for the fulfillment of a career advancement program with a definitive basic skills component establishes the groundwork for action. The second part of the volume contains detailed case studies of JLLPs at the five companies and unions: Associated Builders and Contractors, Alcoa/United Auto Workers Skill Enhancement Centers, Briggs & Stratton Corporation, Cape Cod Hospital, and Consortium for Worker Education/Center for Advanced Study in Education. Information about Work in America Institute, Inc. is appended. (YLB)